

STRATEGIC PLAN FOR INDIANA'S CIP TRAINING GRANT						
Issue To Be Addressed	Activity	Responsible Person or Entity	Timeline	Interim Benchmark	Outcome	Indicator
<b>Collaborative Training -- <u>Statewide</u></b>	First Annual Indiana Summit on Children		14-Dec-07		* Assessment of strengths and weaknesses of local programs, statewide system, identification of needs	Every county in Indiana has developed an action plan through collaboration with stakeholders in the system
					* Collaboration of Stakeholders in planning.	
	* Meet with Indiana Judicial Center staff to coordinate planning and set Summit date and location.	CIP Grants Administrator	March, 2007	Commitment to the project at the state level		Courts support the project
	* Meet with CIP Executive Committee		May, 2007			
	* Meet with the Juvenile Justice Improvement		May, 2007			
	Include the Summit on the Multi-disciplinary Task Force Agenda to seek input.	CIP Grants Administrator	April/May 2007	Collaboration of multiple disciplines		Task Force supports the project
	Establish a time, location and speakers for the Summit	CIP Grants Administrator	March through May, 2007	Planning		Contract with Convention Center and Hotel is signed
	Arrange for hotel accommodations					
	Develop Forms: * Pre-Summit Roundtable reports * Summit assessment forms * Post Summit Action Plans * Summit Evaluations	CIP Grants Administrator	March through Oct, 2007	Planning		Forms developed

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<b>Collaborative Training -- <u>Statewide</u></b>	Ask every judge with juvenile jurisdiction to convene a community roundtable to include their DCS[1] for the purpose of:	Task Force Chair	May, 2007	Commitment to the project at the local level		Roundtables organized
		Indiana Juvenile Justice Committee	June, 2007[2]			
	* Identifying strengths in their system	Indiana Council of Juvenile and Family Court Judges	Follow-up notice in August			
	* Identifying weakness/gaps/or unmet needs	Chief Justice				
	* Identify possible tools for improvement	CIP Grants Administrator				
	Roundtables to meet at least one time in each participating county	CIP Grants Administrator  Trial Court judges	1-Sep-07	Pre-summit work is completed		Roundtables meet
	Ask each roundtable to submit to the Indiana Judicial Center their pre-summit information.  Ask each roundtable to select 3-4 delegates to send to the State	Trial court judges to submit to CIP Grants Administrator	15-Sep-07	See above		Pre-summit surveys are returned to IJC  Teams are established and registered for Summit
	*Finalize logistics	CIP Grants Administrator	September 2007	Planning		Summit plans finalized
	*Determine presenters based on information from counties	IJC Staff				
	*Finalize agenda					
<b>Collaborative Training -- <u>Statewide</u></b>	Day-long Summit	CIP Grants Administrator Task Force IJC Staff Delegates	December 2007	Good attendance and meaningful participation		Majority of counties present at the Summit
<i>[1] James Payne of DCS to encourage and promote DCS participation in roundtables [2] Conference call with officers of ICJFCJ; Follow-up email to presentation at Annual Juvenile Judges' Meeting</i>						

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<b>Collaborative Training -- <u>Statewide</u></b>	Action Plans submitted	Trial Judges	December 2007 thru January 2008	Participants follow up with good action plans for their counties		Action plans from all 92 counties are submitted to IJC
	Analyze information received by counties for data collection needs, training needs and program needs	CIP Grants Administrator CIP Data Analyst	January thru March, 2008	Information needed to plan for future training and programming/projects		Report prepared summarizing the information and feedback from Summit
	Follow-up and support for counties in implementing action plans through CIP grant application process	CIP Grants Administrator	Ongoing from January 2007 thru January 2008	Implementation of worthwhile programs or initiatives at the local level		Courts submit applications for CIP sub-grants
	Evaluation of the Summit including consideration of plans for future Summits[3]	CIP Grants Administrator CIP Exec. Committee Task Force	January 2008	Good participant response to evaluation and action plans submitted		Counties continue Roundtables and act upon their plans
<b>Collaborative Training <u>Statewide</u></b> Cross-Training to include Judges, DCS staff, GAL/CASA	Annual Juvenile Judges' Meeting held every June that traditionally includes only judges will take on a multi-disciplinary format	IJC Staff CIP Grants Administrator DCS Staff	June, 2008	Collaboration between Courts and DCS to provide relevant training for both entities	Courts and DCS hear same information at the same time  Courts and DCS have the opportunity to	Participants in the cross-training all implement the training they have received to make positive changes in their practice
<b>Collaborative Training -- <u>Statewide</u></b>	With input from the CFSR and the Summit, identify training needs; goals and objectives of the cross-training.	CIP Grants Administrator Task Force IJC Staff DCS staff	Feb-April 2008	Collaboration  Planning		Tentative plans for topics, themes and speakers
[3] We are planning for a statewide cross-training event in conjunction with the 2008 annual juvenile judges meeting. Depending on the results of the evaluation, we may consider convening subsequent summits beginning in 2009.						

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<b>Collaborative Training -- <u>Statewide</u></b>	Determine who in addition to the juvenile judges will be invited to attend.	IJC Staff CIP Grants Administrator DCS Staff	Feb-April 2008	Planning  Representatives from Courts and agency are included in the training opportunity		List of conferees determined
	Plan for content, speakers/trainers, location, etc depending upon the audience and the number of potential attendees	CIP Grants Administrator  IJC Staff	Feb-April 2008	Planning		Location, speakers, tentative agenda
	Finalize the logistics, including registration, equipment, materials	CIP Grants Administrator  IJC Staff	May-June 2008	Planning		Plans finalized, including logistics—registration, etc.
	Cross-Training Event	IJC Staff CIP Grants Administrator DCS Staff	1-Jun-08	Getting the word out and encouraging attendance		Attendance by trial judges and DCS staff
	Evaluation	CIP Grants Administrator  IJC Staff	1-Jul-08	Good participant response as to the effectiveness and value of cross-training		Positive evaluations from a significant percentage of the conferees  Ideas for future events generated
<b>Collaborative Training -- <u>Statewide</u></b>	Exploration of ways that there can be more participation in other collaborative and multidisciplinary training opportunities offered in Indiana. For example, statewide conferences sponsored by Indiana Youth Institute, Prevent Child Abuse Indiana, Indiana Office of CASA/GAL, Indiana Foster Care and Adoption Association, Juvenile Judges Symposium, IAARCA, etc.	CIP Grants Administrator	2008-2010	Invite Executive Directors of these organizations to attend a Task Force Meeting and make a presentation	Task force will be better informed about the resources for multi-disciplinary training opportunities	Those child and family oriented agencies and organizations will have been identified and their executive directors will have met with the Task Force

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	Increase awareness of other multi-disciplinary training opportunities to the Courts, the DCS and other stakeholders	CIP Grants Administrator  Task Force	2008-2010	Information shared in newsletter, email announcement or other means	Court and agency personnel will take advantage of more training that is available.	Trained and cross-trained court personnel, agency personnel as well as other stakeholders
	Explore opportunities to collaborate with other stakeholder agencies with regard to training	CIP Grants Administrator  Task Force	2008-2010	Additional opportunities for collaborative and multi-disciplinary training	Judges take advantage of training opportunities within the state	Judges attend conferences offered by other stakeholders and implement training into their practice and procedures
<b>Collaborative Training -- <u>Regional</u></b>	Meet with DCS Training and Education Coordinator to jointly determine training need at this time[4]	CIP Grants Administrator  DCS Training & Education Coordinator	22-Feb-07	Court personnel trained on DCS Practice Reform initiative	Regional trainings for court personnel	Court personnel in understand DCS Practice Reform and how it impacts the child welfare system, including the courts, CASAs and attorneys
[4] Indiana's CFSR is scheduled for July 2007. We anticipate that the CFSR report as well as the Indiana Summit on Children in December, 2007 will help us identify training needs for						

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<b>Collaborative Training -- <u>Regional</u></b>	CIP Grants Administrator trained on DCS Practice Reform	CIP Grants Administrator DCS Staff	March 2008	Understanding of Practice Reform and impact on child welfare		CIP Grants Administrator is trained
	Plan regional training meetings on Practice Reform for judges, CASAs and attorneys. Include content, time and location for initial regional training. Establish a panel for the presentation, to include a trial judge whose county has implemented practice reform.	CIP Grants Administrator DCS Staff	22-March-07 12-April-07	Collaboration between CIP and DCS  Planning		Regional training meetings are planned and the agenda is established
	Encourage Judicial Officers to attend and participate in training	CIP Grants Administrator DCS Staff	April 2007	Judges attend the training		Judges RSVP
	First training for DCS regions 9 and 18		11-May-07	Legal personnel attend regional training		Court personnel in regions 9 and 18 are trained
	Evaluate the initial training	CIP Grants Administrator DCS Staff	June 2007	Good participant response: * Need for and value of the training affirmed * Need for changes identified		Evaluations are submitted and indicating the value of the training and suggestions for needed modification, if any
	Revise format as necessary and plan for subsequent regional trainings, establish a schedule for remaining regions	CIP Grants Administrator DCS Training Staff	June 2007	Meeting to evaluate and plan for training in additional regions		Plans for additional training finalized
	Trainings in regions 7 and 15	CIP Grants Administrator DCS Training Staff	July 20 and August 10	Stakeholders are informed of the date and content and register for attendance		Trainings held; good participation from the stakeholders

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	Train remaining regions	CIP Grants Administrator  DCS Training Staff	July '07 thru July '08	Legal personnel in all regions understand Practice Reform and how it impacts their roles in child welfare		All regions trained
<b>Ongoing Collaborative Training</b> <u><b>Regional</b></u>	Schedule regular ongoing meetings with DCS Education and Training Staff to determine ongoing need for training for judges and other court personnel; review of CFSR report and PIP[5]	CIP Grants Administrator  DCS Training Staff	July 08 and ongoing through July 2010	DCS and Courts collaborate on the regional level to meet the training needs of the regions.		Planning Meetings are held
	Identify training needs and complete the plans for training including content, instruction and delivery. Determine who the trainers/instructors will be and what locations and times are most convenient and conducive to good participation	DCS staff CIP Grants Administrator Task Force	Ongoing	Relevant training modules are developed in a format and for a forum that is convenient is available to court personnel and DCS staff		Training needs are identified and modules are developed.
	Secure locations and schedule training events	DCS staff, CIP Grants Administrator	July-Aug 2008	Planning		Regional trainings are planned and scheduled in convenient locations across the state
<b>Ongoing Collaborative Training</b> <u><b>Regional</b></u>	Complete the initial trainings in pilot regions and evaluate	DCS staff  CIP Grants Administrator	Oct-Nov 2008	Training delivered and evaluated in pilot regions.	Feedback from all participants that participated	Evaluations completed and changes, if any made to
	Rework the training design based on the results of the evaluations	DCS staff  CIP Grants Administrator	Jan-March 2009	Improved training module		See above
	Ongoing regional trainings	DCS staff  CIP Grants Administrator	Mar - Aug 2009	Convenient, relevant and convenient training		
	Develop new training modules	DCS staff  CIP Grants Administrator	Sep/Dec 2009	Training modules developed		

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	Begin planning for new round of regional trainings	DCS staff CIP Grants Administrator	Jan-March 2010	Convenient, relevant training offered to stakeholders across the state		
	Hold second round of regional trainings including evaluations	DCS staff CIP Grants Administrator	2010-2011	See above		
<b>Collaborative Training -- <u>Regional/local</u></b>	Local training events sponsored by trial court judges in their counties	Trial Judges and their Roundtables	2008-2011	CIP Grant training funds utilized to meet local needs for training in a convenient and affordable format	Cross-Training for all stakeholders geared to local needs Training transfers to practice	All stakeholders have an opportunity to participate in training transfers to practice
	Establish criteria for eligibility, including grants proposals for training that are responsive to the needs identified in the CFSR and include an evaluation of the training program	CIP Grants Administrator CIP Executive Committee Task Force	Jan-April 2008	Criteria for awarding training sub-grants is established--to include an agreement to do an evaluation		Application process is ready to begin
<b>Collaborative Training -- <u>Regional/local</u></b>	Make courts aware of availability of training sub-grants via the following:	CIP Grants Administrator		Availability of sub-grants is well publicized and Courts apply for sub-grants		All stakeholders have an opportunity to participate in training at the local level.
	* email announcement		May '08 & yearly thereafter			
	* Juvenile Justice Improvement Committee		May meeting and ongoing			
	* Juvenile Judges Annual Meeting		June 2008 and yearly thereafter			
	Accept Grant Proposals, Evaluate and make sub-grant awards	CIP Grants Administrator CIP Executive Committee	Sept-Oct yearly	Courts apply for funding for training events in their communities	Training events at the local level	All stakeholders take advantage of the opportunity to participate in training at the local level.
	Follow-up on sub-grants through program reports, including results of the evaluations	CIP Grants Administrator Trial Court Judges & Staff	Within 6 months of the local training event	Evaluations are completed and submitted to CIP Grants Administrator	Trainings that are transferred into practice by all stakeholders	Best Practices in all juvenile courts

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Judicial Training	Annual Conferences to Include training on... * Child well-being * Permanency * Safety * Awareness of CIP Funding * Awareness of CFSR and PJP * Gather input from Summit, CFSR, Task Force, Juvenile Justice Improvement Committee to determine educational needs of judicial officers for subsequent annual meetings.	IJC Staff	June 26-27, 2007  Ongoing; meetings each year in June 08, 09, 10 and 11  <i>(June '08 to be cross-training)</i>	Training on education and special education needs of children in foster care	Well informed and trained juvenile court judges in Indiana	Best Practices in all juvenile courts
	New Judge Orientation Emphasize... * Judicial shared responsibility * Juvenile Courts as problem solving courts * CIP awareness	IJC Staff	Every year during which there are newly elected juvenile judges	New juvenile judges have information about CIP and the collaborative initiative between courts and DCS		CIP applications received from juvenile courts seeking to improve child welfare practices and procedures

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	Maintain an ongoing dialogue with juvenile judges across the state through continued meetings with Juvenile Justice Improvement Committee	CIP Grants Administrator	First Friday of each month	Representatives of juvenile judges across the state are informed about CIP activities and opportunities  Committee provides feedback to CIP Grants Administrator		CIP applications received from juvenile courts seeking to improve child welfare practices and procedures
	Continuing collaboration with the Juvenile CHINS Benchbook Committee	CIP Grants Administrator IJC Staff	Ongoing as issues come up	Practices and forms are consistent with best practice	Best Practices in all juvenile courts	Courts utilized forms
<b>Judicial Training</b>	Send CIP, court staff and juvenile judges to appropriate training opportunities on the national level	CIP Grants Administrator Executive Committee	Ongoing	Courts will become aware of programs and initiatives from other areas of the country	Best Practices in all juvenile courts	Local judges are aware of and implement national trends
<b>Court Personnel Training</b>	Remind courts of availability of Spanish classes developed through collaboration with Indiana Supreme Court and Ivy Tech Community College. Make these classes available to juvenile court personnel/DCS staff, and to CASA's who might not otherwise be eligible.	CIP Grants Administrator	June, 2007 annual juvenile judges conference  Summit on Children Dec. 2007  Ongoing	Eligible persons apply for participation in the classes	Court personnel who need to communicate basic information regarding court proceedings can develop the skill to interact with Spanish speaking families	Spanish families able to navigate the court system
	Take requests for training as they come in	CIP Grants Administrator IJC Staff	Ongoing	Eligible persons apply for participation in the classes		Enough people registered to form a class
	Coordinate with Ivy Tech to fill classes	CIP Grants Administrator IJC Staff	Ongoing	Eligible persons will enroll		Classes are formed and begin
	Classes conducted at regional campuses	IVY Tech Staff	Ongoing	Eligible persons will complete the classes		Classes are completed by those who registered

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Information for Youth In Transition	Exploration of ways of providing Information to youth in the system regarding their rights, permanency options and opportunities for transition from foster care	CIP Grants Administrator  Task Force	2008-2010	Development of some kind of tool to disseminate information to youth (i.e., a brochure, CD, website)	Youth for whom the permanency plan has been long term foster care and are close to aging out of the child welfare system will have information necessary for their transition into independent living	Youth make the transition from foster care to independent living with the information they need readily available.

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<b>Evaluation</b>	Contract with a provider to evaluate the use of CIP training grant funds in sub-grants and the effect of the initiatives offered under the training grant	CIP Grants Administrator  CIP Executive Committee	September, 2009	Contract with provider signed	CIP has information about the impact of the sub-grants on the improvement of practice and procedures in juvenile courts	Evaluation completed
	Evaluation is completed and measures improvement or change in practice, if any in those counties that have received training grant sub-grants	Contractor	September, 2010	Evaluation complete	Counties that have been the recipients of training sub-grants will have made identified changes in practice and procedure resulting in better outcomes for children and families involved in the child welfare system.	Indicated in the evaluation.